AMENDMENTS TO THE CLAIMS

The following listing of claims lists all of the pending claims, and supersedes all prior listings, and versions, of claims in this application.

LISTING OF CLAIMS:

1. (Currently Amended) A method of determining comparable performance measures for employees having differing task assignments, comprising:

storing employee task data in a database of a computing system, wherein said employee task data includes a number of tasks completed and an amount of time spent on at least one completed task;

generating, in a computer having a processor and a memory, sets of task scores based on a selected model design of task assignments utilizing said employee task data;

selecting a centralized composite design as said model design;

performing a plurality of evaluations of said sets of task scores, said evaluations assigning productivity scores to said sets of task scores;

analyzing said productivity scores to determine productivity parameters, wherein analyzing said productivity scores comprises using said processor, according to instructions stored in said memory, to apply linear regression techniques to said productivity scores utilizing said computing system; and

applying, in the computer, said productivity parameters to employee task scores for said employees to obtain said performance measures for said employees.

2. (Canceled)

3. (Previously Presented) The method of claim 1, wherein said linear regression is applied to an expression for said productivity scores having a form

$$PS_t(F_{t1}, F_{t2}, ..., F_{tK}) = \alpha_t + \sum_{k=1}^{K} \beta_{tk} F_{tk} + \sum_{k=1}^{K} \sum_{k'=1}^{K} \gamma_{tkk'} F_{tk} F_{tk'}, \text{ where}$$

F_{tk} is a measured value for a k task of assignment t,

PS_t is a productivity score for said assignment t as a function of said measured values,

F_{t1}, F_{t2}, . . . F_{tK}, and

α_t, β_{tk} and $\gamma_{tkK'}$ are said productivity parameters.

4. (Canceled)

5. (Previously Presented) The method of claim 1, wherein generating said sets of task scores comprises:

determining whether said sets of task scores exceed a predetermined number; and

modifying said centralized composite design by a fractional factorial when said sets of task scores exceed said predetermined number.

6. (Previously Presented) The method of claim 1, further comprising:

calculating statistical measures for said performance measures over a time period; and

identifying employees having performance measures outside a range of said statistical measures.

7. (Previously Presented) The method of claim 6, further comprising identifying trends in said performance measures over multiple ones of said time period.

8. (Previously Presented) The method of claim 1, wherein generating sets of task scores comprises adding a number of recorded task scores to said sets of task scores.

9. (Original) The method of claim 8, wherein said sets of task scores are scaled to represent performance by employees over a common work period, with a fixed number of hours worked.

10. (Original) The method of claim 1, wherein said plurality of evaluations are performed by a plurality of evaluators, said evaluators being familiar with said task assignments and with assigning productivity scores.

11. (Previously Presented) The method of claim 10, further comprising:

assigning evaluator parameters to each of said plurality of evaluators;

comparing said plurality of productivity scores assigned by each of said evaluators using said evaluator parameters in analyzing said productivity scores to determine anomalous ones of said plurality of evaluations;

removing said anomalous ones of said plurality of evaluations; and

returning to analyzing said productivity scores.

12. (Original) The method of claim 11, wherein said sets of task scores are scaled to represent performance by employees over a common work period, with a fixed number of hours worked.

13. (Previously Presented) The method of claim 10, wherein generating sets of task scores comprises adding a number of recorded task scores to said sets of task scores, and using productivity scores assigned to said recorded task scores for each of said evaluators as one of said evaluator parameters.

14. (Original) The method of claim 1, wherein generating said sets of task scores comprises:

determining whether said sets of task scores exceed a predetermined number; and

modifying said selected model design by a fractional factorial when said sets of task scores exceed said predetermined number.

15. (Previously Presented) The method of claim 14, wherein analyzing said productivity scores comprises applying linear regression techniques to said productivity scores.

16. (Original) The method of claim 15, wherein said linear regression is applied to the expression

$$PS_t(F_{t1}, F_{t2}, ..., F_{tK}) = \alpha_t + \sum_{k=1}^{K} \beta_{tk} F_{tk} + \sum_{k=1}^{K} \sum_{k'=1}^{K} \gamma_{tkk'} F_{tk} F_{tk'}, \text{ where}$$

F_{tk} is a measured value for a k task of assignment t,

PS_t is a productivity score for said assignment t as a function of said measured values,

$F_{t1}, F_{t2}, \ldots F_{tK}$, and

α_t, β_{tk} and $\gamma_{tkK'}$ are said productivity parameters.

17. (Previously Presented) The method of claim 16, wherein said plurality of evaluations are performed by a plurality of evaluators, said evaluators being familiar with said task assignments and with assigning productivity scores.

18. (Previously Presented) The method of claim 17, further comprising:

assigning evaluator parameters to each of said plurality of evaluators;

comparing said plurality of productivity scores assigned by each of said evaluators using said evaluator parameters in analyzing said productivity scores to determine anomalous ones of said plurality of evaluations;

removing said anomalous ones of said plurality of evaluations; and

returning to analyzing said productivity scores.

19. (Previously Presented) The method of claim 18, wherein generating sets of task scores comprises adding a number of recorded task scores to said sets of task scores, and using productivity scores assigned to said recorded task scores for each of said evaluators as one of said evaluator parameters.

20. (Previously Presented) The method of claim 19, further comprising:

calculating statistical measures for said performance measures over a selected time period; and

identifying employees having performance measures outside a range of said statistical measures.

21. (Previously Presented) The method of claim 20, further comprising identifying trends in said performance measures over multiple ones of said selected time periods.

22. (Currently Amended) A method of determining productivity parameters for evaluating employee performance for employees having differing task assignments, comprising:

storing employee task data in a database of a computing system, wherein said employee task data includes a number of tasks completed and an amount of time spent on at least one completed task;

generating, in a computer having a processor and a memory, sets of task scores based on a selected model design of task assignments utilizing said employee task data;

selecting, in the computer, a centralized composite design as said model design;

performing a plurality of evaluations of said sets of task scores, said evaluations assigning productivity scores to said sets of task scores; and

using said processor, according to instructions stored in said memory, to apply linear regression techniques to said productivity scores utilizing the computing system to obtain said productivity parameters using an expression having a form

$$PS_t(F_{t1}, F_{t2}, \ldots, F_{tK}) = \alpha_t + \sum_{k=1}^{K} \beta_{tk} F_{tk} + \sum_{k=1}^{K} \sum_{k'=1}^{K} \gamma_{tkk'} F_{tk} F_{tk'}, \text{ where}$$

F_{tk} is a measured value for a k task of assignment t,

PS_t is a productivity score for said assignment t as a function of said measured values,

$F_{t1}, F_{t2}, \ldots F_{tK}$, and

α_t, β_{tk} and $\gamma_{tkK'}$ are said productivity parameters.

23. (Original) The method of claim 22, wherein generating said sets of task scores comprises:

determining whether said sets of task scores exceed a predetermined number; and

modifying said selected model design by a fractional factorial when said sets of task scores exceed said predetermined number.

24. (Previously Presented) The method of claim 22, wherein generating said sets of task scores comprises adding a number of recorded task scores to said sets of task scores.

25. (Original) The method of claim 24, wherein said sets of task scores are scaled to represent performance by employees over a common work period, with a fixed number of hours worked.

26. (Original) The method of claim 22, wherein said plurality of evaluations are performed by a plurality of evaluators, said evaluators being familiar with said task assignments and with assigning productivity scores.

27. (Previously Presented) The method of claim 26, further comprising:

assigning evaluator parameters to each of said plurality of evaluators;

comparing said plurality of productivity scores assigned by each of said evaluators using said evaluator parameters in analyzing said productivity scores to determine anomalous ones of said plurality of evaluations;

removing said anomalous ones of said plurality of evaluations; and

returning to analyzing said productivity scores.

28. (Previously Presented) The method of claim 27, wherein generating said sets of task scores comprises adding a number of recorded task scores to said sets of task scores, and using productivity scores assigned to said recorded task scores for each of said evaluators as one of said evaluator parameters.

29. (Previously Presented) A computer-readable medium containing instructions for controlling a computer system to determine comparable performance measures for employees having differing task assignments, said instructions controlling said computer system to:

store employee task data, wherein said employee task data includes a number of tasks completed and an amount of time spent on at least one completed task;

generate, in a computer having a processor and a memory, sets of task scores based on a selected model design of task assignments utilizing said employee task data, wherein said model design is a centralized composite design;

obtain a plurality of evaluations of said sets of task scores, said evaluations assigning productivity scores to said sets of task scores;

use said processor, according to instructions stored in said memory, to apply linear regression techniques to said productivity scores to obtain said productivity parameters using an expression having a form

$PS_t(F_{t1}, F_{t2}, \ldots, F_{tK}) = \alpha_t + \sum_{k=1}^{K} \beta_{tk} F_{tk} + \sum_{k=1}^{K} \sum_{k'=1}^{K} \gamma_{tkk'} F_{tk} F_{tk'}$, where

F_{tk} is a measured value for a k task of assignment t,

PS_t is a productivity score for said assignment t as a function of said measured values,

$F_{t1}, F_{t2}, \ldots F_{tK}$, and

α_t, β_{tk} and $\gamma_{tkk'}$ are said productivity parameters; and

apply said productivity parameters to employee task scores for said employees to obtain said performance measures for said employees.

30. (Original) The computer-readable medium of claim 29, wherein said plurality of evaluations are performed by a plurality of evaluators, said evaluators being familiar with said task assignments and with assigning productivity scores.

31. (Previously Presented) The computer-readable medium of claim 30, further comprising instructions for controlling the computer to:

assign evaluator parameters to each of said plurality of evaluators;

compare said plurality of productivity scores assigned by each of said evaluators using said evaluator parameters in analyzing said productivity scores to determine anomalous ones of said plurality of evaluations;

remove said anomalous ones of said plurality of evaluations; and

return to analyzing said productivity scores.

32. (Previously Presented) The computer-readable medium of claim 31, wherein:

said instructions to generate said sets of task scores comprise instructions for controlling the computer to add a number of recorded task scores to said sets of task scores; and

said instructions to compare said plurality of productivity scores comprise instructions for controlling the computer to use said productivity scores assigned to said recorded task scores by each of said evaluators as one of said evaluator parameters.

33. (Previously Presented) A computer implemented application on computer-readable medium, said application comprising instructions to compare employee performance for employees having differing task assignments, said application comparing employee performance by:

storing employee task data, wherein said employee task data includes a number of tasks completed and an amount of time spent on at least one completed task;

generating, in a computer having a processor and a memory, sets of task scores based on a selected model design of task assignments utilizing said employee task data, wherein said model design is a centralized composite design;

obtaining a plurality of evaluations of said sets of task scores, said evaluations assigning productivity scores to said sets of task scores;

using said processor, according to instructions stored in said memory, to analyze said productivity scores to determine productivity parameters;

applying said productivity parameters to employee task scores for said employees to obtain performance measures for said employees;

calculating statistical measures for said performance measures over a time period; and

identifying employees having performance measures outside a range of said statistical measures.

34. (Previously Presented) The computer implemented application of claim 33, wherein analyzing said productivity scores comprises applying linear regression techniques to an expression for said productivity scores of a form

$$PS_t(F_{t1}, F_{t2}, \ldots, F_{tK}) = \alpha_t + \sum_{k=1}^{K} \beta_{tk} F_{tk} + \sum_{k=1}^{K} \sum_{k'=1}^{K} \gamma_{tkk'} F_{tk} F_{tk'}, \text{ where}$$

F_{tk} is a measured value for a k task of assignment t,

PS_t is a productivity score for said assignment t as a function of said measured values,

$F_{t1}, F_{t2}, \ldots F_{tK}$, and

α_t, β_{tk} and $\gamma_{tkK'}$ are said productivity parameters.